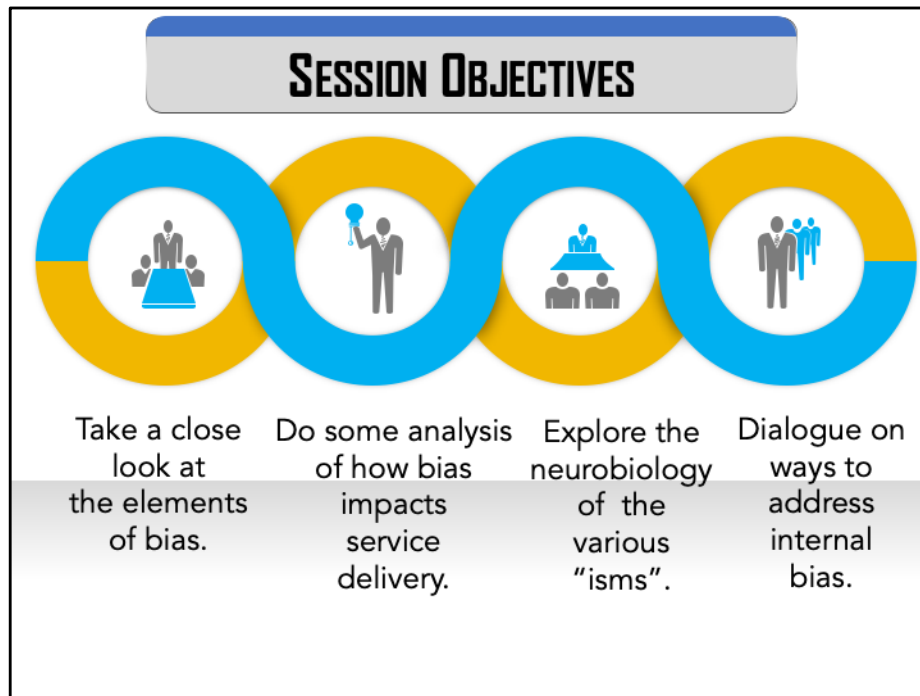


PARTICIPANT MANUAL

BRHD Supervisors Session Two



Diversity Equity & Inclusion



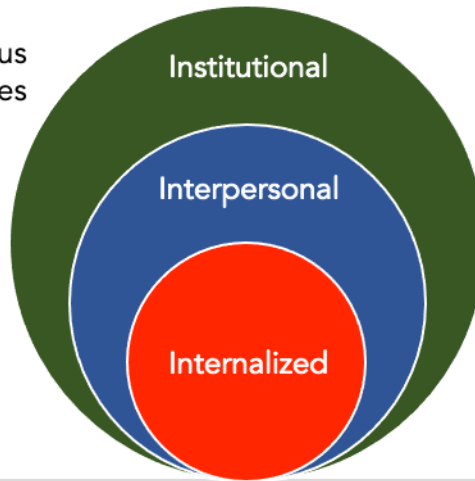
Here's the game plan for our second session.



Notes:

HOW BIAS IS EXPRESSED

Conscious or unconscious
acquiescence to imbalances
and exclusion...

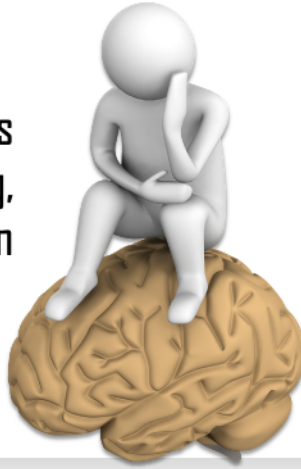


Bias takes on different forms. Just as with inequity, it can permeate systems that are run by well-intentioned people.

Notes:

IMPLICIT BIAS

"The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner".



Remember the subtle differences between bias and prejudice? The deeper problems arise when bias is "explicit" much like how we discussed "bigotry".




Notes:

IMPLICIT BIAS



Anthony G. Greenwald Mahzarin R. Banaji

"A quarter century ago, most psychologists believed that human behavior was primarily guided by conscious thoughts and feelings. Nowadays the majority will readily agree that much of human judgment and behavior is produced with little conscious thought."



Anthony Greenwald, professor of psychology at the University of Washington, became Banaji's advisor when she began her graduate studies at Ohio State.

Notes:

IMPLICIT BIAS




Notice how your brain directs you to access other types of data based solely on the outward appearance of the same person.

Notes:

IMPLICIT BIAS

- | | |
|------------------------------|--|
| 1. Pervasive | Everyone possesses them, even people with avowed commitments to impartiality such as judges. |
| 2. Related constructs | They are not mutually exclusive and may even reinforce each other. |
| 3. Not aligned | May not reflect stances or declared beliefs. |
| 4. Malleable | Implicit associations can be gradually unlearned. |



Because our brains possess the property of “neuroplasticity” (it re-learns based on the stimulus we give it) implicit biases can be unlearned.

Notes:

GENDER BIAS



Academia

- 1 Disproportionate number of women in executive positions
- 2 Double blind interviews result in more women as lead authors
- 3 Men earn more at every university rank except 2-year IHEs
- 4 Men hold higher percentage of tenured positions even when they don't have the majority of faculty positions

Here is an unfortunately good example of how institutional bias shows up. As with ethnic bias it has a deeply rooted and painful history.

Notes:

ETHNIC BIAS



According to a 2006 report, *Looking Deathworthy*, defendants with the most stereotypically Black facial features (i.e. dark skin, large/full lips, etc.) served up to 8 months longer in prison for felonies than defendants who possessed the least stereotypical features.

This perhaps helps to explain the root cause of incredibly disproportionate incarceration rates.



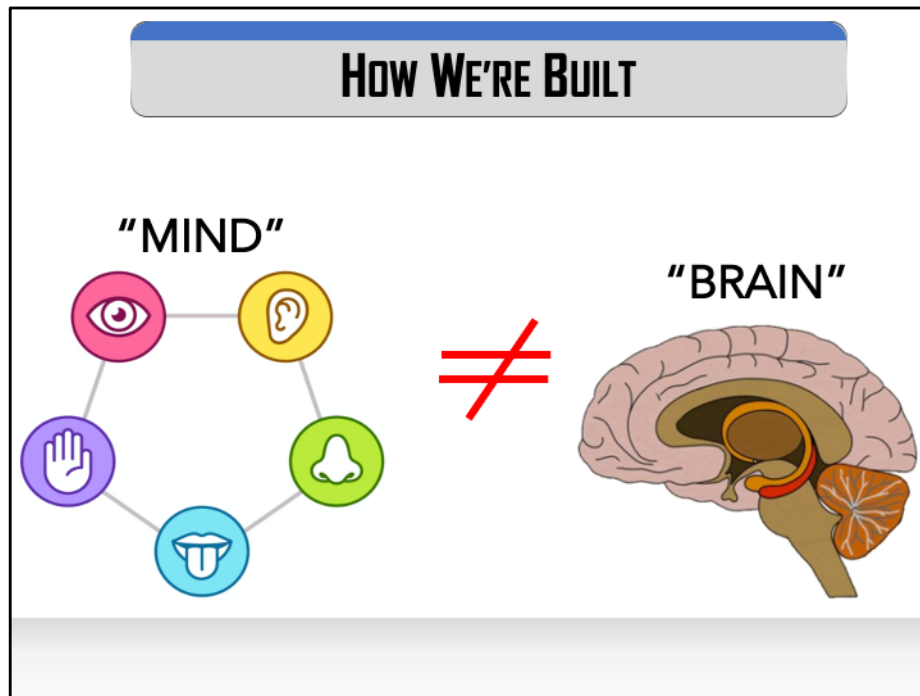
Notes:



Trust (psychological safety) is also a neurobiological process.



Notes:

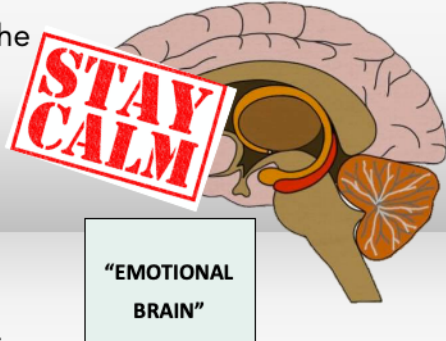


Contrary to popular belief, the "mind" and the "brain" are not the same thing. 90% of the conscious decisions we make are triggered by the prior "decisions" made by our brain.

Notes:

THE STRESS RESPONSE SYSTEM

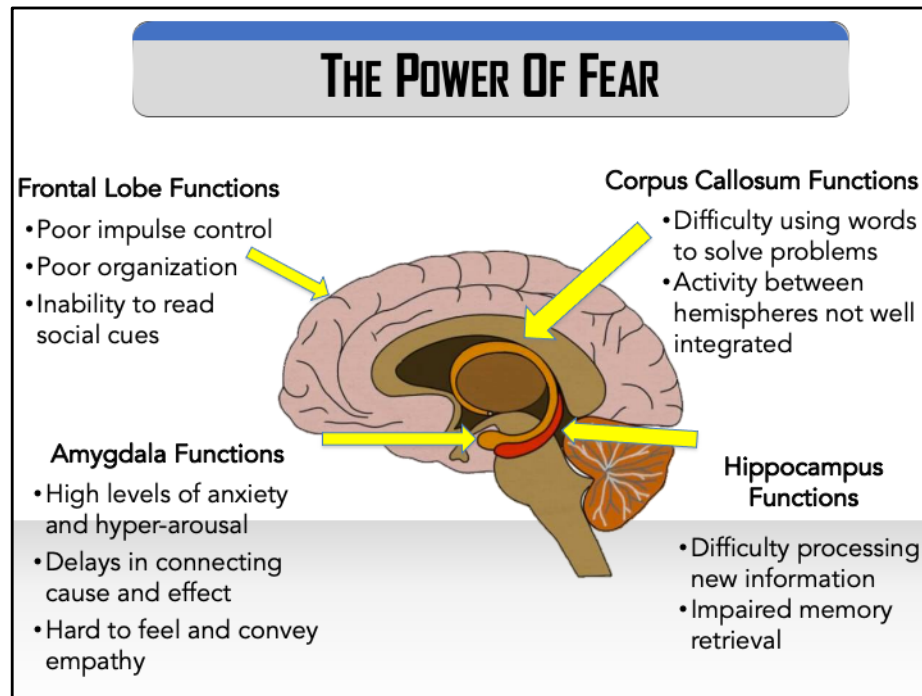
1. The amygdala senses threat and sets off the alarm.
2. Thinking brain assesses the situation.
3. Thinking brain goes off-line. Emotional brain activates fight or flight response.
4. Thinking brain helps shut off the alarm and helps us to calm down.



This flight-fight-freeze response is based on our brain's determination that some real or perceived threat has presented itself.

Notes:



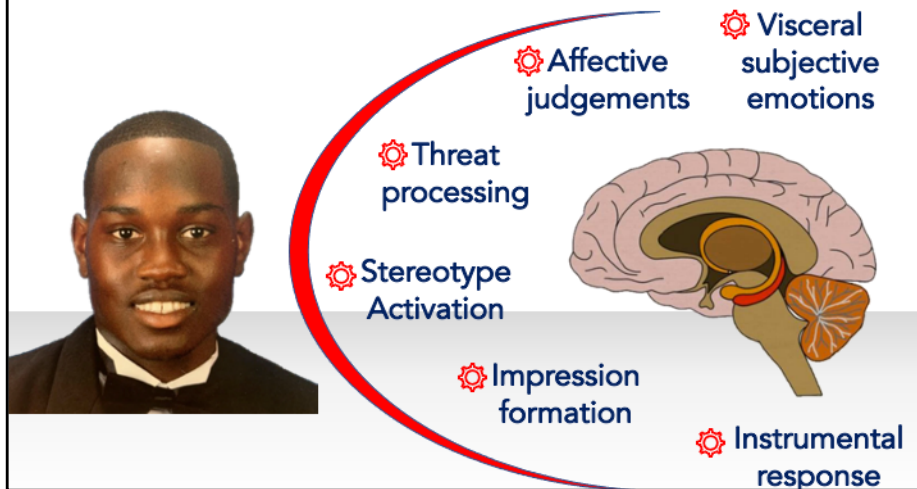


In the presence of prolonged states of fear, that flight-flight-freeze reaction can begin to alter our brain's reaction.

Notes:

THE NEUROBIOLOGY OF BIAS

Just the image someone one have been taught to "fear"
triggers a broad range of brain functions....



As illustrated here, that fear sets in motion a chain-reaction of responses geared towards protecting ourselves, rather than trying to build bridges.

Notes:

MIRROR NEURONS



Impact

- >90% of interpersonal communication.
- Pay attention...then mimic it.
- Responsible for transfer of feelings.

At a deep subcortical level, we can feed off the reactions of others and unconsciously want to mimic their behaviors.



Notes:

TRUST ATTRIBUTES

1. Capability

"I believe you are competent"

2. Caring

"I believe you are on my side"

4. Consistency

"I believe you will act in a predictable manner"

3. Candor

"I believe you will act with integrity"



These are the core elements of the type of trust (psychological safety) needed in a workplace setting.

Notes:

ONCE TRUST IS ESTABLISHED



- Shared values and goals
- Clear performance metrics
- Clear roles and responsibilities
- Individual accountability
- Supportive culture

At the end of day, seeing the work through a diversity, equity, and inclusion lens is essential to getting the job done.

Notes:
